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LABOUR MARKET EXPERIENCES OF WORKERS IN PLANT CLOSURES: A SURVEY OF 21 CASES

URBAN DOCUMENTATION CENTRE
RESEARCH UNIT FOR URBAN STUDIES
McMASTER UNIVERSITY
HAMILTON, ONTARIO

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MAY 1984

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LABOUR MARKET EXPERIENCES OF WORKERS IN PLANT CLOSURES: A SURVEY OF 21 CASES

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SUMMARY

During 1982, the Ontario Ministry of Labour undertook a survey of the labour market experiences of workers whose employment had been lost through 21 plant closures, 19 of them in manufacturing. Responses to mailed questionnaires were received from 1,736 workers (66% of the total sample), most of whom lost their jobs during 1980 and 1981.

The central findings of this study are that 61% of respondents in the labour force when surveyed were employed, but with significantly worse results among respondents with low formal education, older males, and females generally.

The post-closure labour market experiences of men and women were markedly different. Over one-half (55%) of female respondents in the labour force at the time of the survey were unemployed, comprised of 38% who had been unemployed continuously since closure and 17% who had found interim employment that ended before the survey. By comparison, 32% of male respondents were unemployed, of whom only 13% had been unemployed continuously.

The difference in labour market experience also appears to have been reflected in the jobs found. Hourly wages of women employed at the time of the survey averaged not only less than men's, but less than the average for all female respondents before closure. In contrast, employed males had found jobs that paid higher wages, on average, than they received before closure.

The impact of education appears to have been stronger and may account for part of the differences in unemployment rates and earnings. Of all respondents 36% of females and 26% of males had only public schooling but 54% of currently unemployed females had only this level of education compared to 34% of unemploymed males.

The importance of the age factor is indicated by the 45% unemployment rate among male respondents aged 55 and over, compared to 28% for those under that age.

Demographic and Employment Profile Before Closure

The main characteristics of the survey respondents were:

- about two-thirds were male;
- 44% were 45 years of age and older, with male respondents older than females;
- about two-thirds had not completed secondary school, with almost one-third having no more than public school education;
- 95% worked in manufacturing;
- over two-thirds were unionized compared to about one-third of Ontario's workers generally.

- over 60% were in processing, machining, fabricating, and repairing occupations (henceforth referred to as "processing"), including over one-half of the women; 28% of the women worked in clerical occupations;

- 46% had over 10 years of service with their employer at time of closure, including 18% with over 20 years' service, and

- straight-time wages averaged $291 per week ($323 for males and $232 for females), lower than the industrial composite for the industries surveyed.

Advance Notice and Labour Market Experience

Over one-half (54%) of all respondents (those still in the labour force plus labour force leavers) were employed at the time of survey and another 16% had found a job since closure but were once again unemployed at the time of survey. Almost one-fifth of respondents, however, had not found employment since closure, including almost one-third of female respondents. Another 11% of total respondents were retired or had left the labour force for other reasons.

The job search timing, methods and experiences of respondents varied considerably:

- 16% of respondents did not receive advance notice of closure, but received termination pay in lieu of notice;

- two-thirds of those who received notice used it for job search;

- use of the notice period was low among older, long service employees, but no impact of age was found on the probability of receiving job offers in response to job searches during notice;

- the provision of severance pay did not appear to affect employees' job search timing;

- three-quarters of all new jobs were found by direct application to potential employers, newspaper advertisements, or the informal contacts of friends and family;

- although 64% of respondents used the services of Canada Employment Centres, only 9% of jobs were found through this route; and

- 79% of respondents still in the labour force at the time of survey had found re-employment (although 18% with this group were no longer employed when surveyed), with almost one-half of those employed 80% or more of the time since closure.

Current Employment

Of the 1,540 respondents in the labour force at the time of the survey, 61% were employed; 68% of male and 45% of female respondents. The most notable characteristics relating to current employment were:

- most re-employed workers had changed occupations, resulting in a major decline in the dominance of processing occupations;
- almost one-half of re-employed female respondents were in clerical jobs, compared to little more than one-quarter before closure;
- the rate of union representation fell from 68% before closure to 39% at the date of survey;
- weekly earnings in new jobs rose to an average of $321, compared to the average $291 earned by all respondents before closure, with an increase for men to $354 from $323 and a decline for women to $222 from $232 (but, in real dollars, adjusted for changes in the CPI over an average of 17 months, this means that average earnings declined for both men and women, by 9% for men and 20% for women); but
- re-employed workers reported significant satisfaction with their jobs, 42% preferring their new jobs to their pre-closure jobs and only 33% expressing the opposite preference.

The Currently Unemployed

The respondents who were unemployed when surveyed comprised 39% of those still in the labour force, of which almost one-half had been employed sometime between the date of their firms' closure and the date of survey. The characteristics and experiences of the currently unemployed were:

- those respondents who had found interim employment had been employed, on average, for one-half their weeks of labour force participation since closure;
- the percentages of men and women respondents who had found interim employment were similar (19% of men, 17% of women) but the percentages of continuously unemployed respondents were markedly dissimilar (13% of men, 38% of women);
- of all unemployed respondents one-third had been looking for work for less than 6 months since their last job (usually interim employment), another one-third had been looking 6-10 months, and the remaining one-third had been looking 11 months or longer;

- occupation was one determinate of unemployment, with a 19% unemployment rate for women in processing occupations generally, in the Ontario labour force, accounting in part for the 55% unemployment rate of women survey respondents;

- a higher unemployment rate, 48%, for respondents aged 55 and over, contrasted with a 38% unemployment rate for respondents under that age;

- education and training were clear determinates of re-employment in that the highest level of unemployment, at 59%, including 39% continuously, occurred among workers with no more than public school education; and

- geographic mobility of the unemployed was low, with only 28% having considered moving elsewhere in Ontario and 14% outside Ontario.

Labour Force Leavers

The 11% of total respondents who had withdrawn from the labour force by the date of survey represents 196 of the 1,736 total survey respondents. By reason given:

- 30% withdrew due to retirement, including 38% of men and 19% of women; and

- 20% withdrew because work was not available, and 18% due to return to school.

Comparative Plant Closure Studies

The present study encompassed a larger number of respondents than most other North American studies concerning the re-employment of workers displaced in plant closures and larger than any previous Canadian study. Previous studies have usually found age and educational achievement to be important predictors of re-employment probability. Sex has also proved to be a strong indicator, although some studies have not included significant numbers of women workers in their analyses.

CHAPTER I

INTRODUCTION AND BACKGROUND

The Ministry of Labour's involvement in mass lay-off situations is mandated in The Employment Standards Act, which requires notification to the Minister of terminations affecting 50 or more workers. The Act also allows the Minister to require employers to contribute financially to and participate in the establishment and work of manpower adjustment committees set up to facilitate workers' re-entry into employment. Advance notice of termination and, under specified conditions, severance pay are also required as set out in the Act and in Regulation 286 on "Termination of Employment."

In 1980 the Ministry created a new unit, the Plant Closure Review and Employment Adjustment Branch, specifically in order to monitor layoffs and plant closure situations in Ontario and to develop and co-ordinate government programs and initiatives in this area. Through this Branch the Ministry, in conjunction with the Canada Manpower Consultative Service of the Canada Employment and Immigration Commission, supports the work of manpower adjustment committees.

Also, in co-operation with local community colleges, the Branch develops local workers' counselling programs, and compiles statistical information on permanent and indefinite layoffs.

In 1982 the Ministry conducted an extensive survey of workers affected by partial and complete closures, the findings of which compose the text of this report. The major objectives of the study were twofold:

- to increase knowledge of the labour market experiences of workers involved in closures one to two years earlier, and;
- to extend the information base necessary for developing effective government programs designed to alleviate the impact of mass lay-offs.

Questionnaires were sent to workers in the spring of 1982 with follow-up carried out through August of the same year. The closures included in the survey took place in 1980 and 1981, although some workers involved in the closures were laid off as early as 1979 (e.g. on temporary layoff), and others (e.g. kept on by receivers or trustees) as late as early 1982. During that time, the economy of Ontario was moving into deepening recession, with unemployment rates approaching 7% in 1980 and 1981 and about 10% in 1982. This state of the economy was reflected in the number of closures: complete closures alone (involving 50 or more employees) doubled from 37 in 1980 to 73 in 1982.

The information available on workers displaced during this period was, however, limited. Even in cases of workers who were involved in manpower adjustment programs, contact would usually cease when a first post-closure job was found, regardless of how temporary it might turn out to be. In essence, there was no tracking or longitudinal information on the labour market experiences of workers after closures. Adjustment committee reports and previous research findings, (usually American and limited to specific closures with small numbers of respondents) provide only unsatisfactory substitutes. The present survey was aimed at remedying this information gap.

The second chapter briefly outlines the methodology (the appendix provides more detailed information), and the third presents the demographic background of the respondents, with labour force comparisons.

In the fourth chapter, entitled "Employment Before Closure," the employment of displaced workers prior to layoff is summarized including issues such as hours of work, earnings, seniority, and occupational breakdown.

The fifth chapter, "Advance Notice and Labour Market Experience," focuses on job search methods and timing, and reviews the labour force status of the displaced workers at the time of the survey. Re-employment experiences of these workers who found new jobs are described in the sixth chapter, entitled "New Employment." The analysis includes comparisons with pre-layoff data.

The seventh chapter deals with issues relating to the unemployed workers surveyed, both those continuously unemployed since closure and those who found temporary employment. The analysis covers demographic and occupational characteristics, comparisons to workers with different labour force status, as well as reasons for unemployment as perceived by workers themselves. The next chapter, "Labour Force Leavers," focuses on workers who left the labour force. It examines their personal characteristics and reasons for not seeking re-employment.

The ninth chapter, entitled "Comparative Plant Closure Studies", reviews other Canadian and American plant closure survey research results as they pertain to the re-employment of workers.

CHAPTER II

METHODOLOGY

Sample Selection

Twenty-one firms were selected. The goal in sample selection was to reflect the characteristics of plant closures in Ontario in the last several years in terms of plant size, industrial sector, employee skill levels, labour market size, and post-closure adjustment activity. Substitutions were made for some firms in the originally drawn sample, due to the unavailabililty of mailing lists for employees. The final sample contained a sufficient number of workers, 2,650, for meaningful analysis, with the manufacturing industry slightly over-represented due to these substitutions. The final sample, shown in Table II_1, is composed of nineteen firms in various branches of manufacturing, one in the service sector and one in the financial sector.

In terms of geographical distribution, the surveyed companies were located across southern, central and eastern Ontario, in communities from Cornwall in the east to Windsor in the southwest and from Parry Sound in the near north to Paris and Ingersoll in the south. Six of the twenty-one, with 16% of employees in the sample, were located in Metropolitan Toronto. The remaining fifteen firms were in communities varying in population from 2,000 to 300,000 residents. Map II_1 shows the distribution.

The Questionnaire and Responses

A seven page questionnaire, composed of both multiple choice and open ended questions, was designed. The design was conditioned by a need to maximize response (e.g. "go to" directions eliminated two pages of questions for each respondent) and to provide results which could be compared with those of the monthly Labour Force Survey conducted by Statistics Canada and with other, earlier plant closure studies.

The questionnaire was tested in a pilot study mailing to 100 workers drawn in equal part from the employee lists of four companies in the survey sample.[1]

The questionnaire was revised on the basis of these workers'answers and comments, and the final questionnaire was then mailed to the main survey group. The useable response rate to an original and two follow-up mailings was 66%; 1,736 replies out of a final sample of 2,650 workers, with the pilot study excluded.

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1. Given that the survey questionnaire was revised from that used in the pilot survey, the responses to the pilot were not integrated into the final data base; the results of the pilot were, however, consistent with those of the main survey.

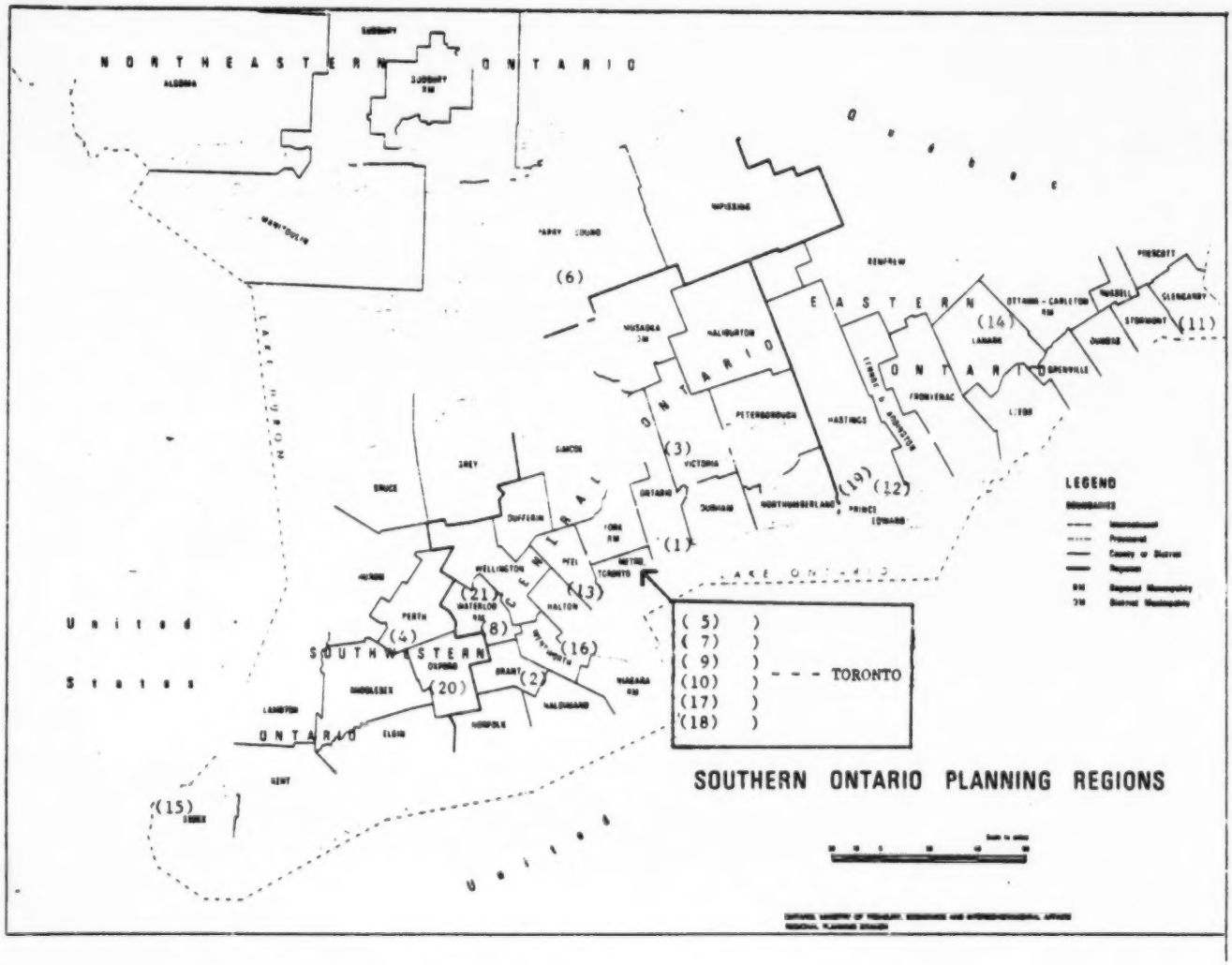
Table II_1

DISTRIBUTION OF EMPLOYEES BY INDUSTRY

Industry Division	Major Group		Plant Closure Sample		Plant Closure Respondents	
NAME	NAME	NO. OF COMPANIES	NO. OF EMPLOYEES	%	NO. OF EMPLOYEES	%
Manufacturing	Food & Beverage Ind.	2	183	6.9	104	6.0
Manufacturing	Rubber & Plastic Prod.	1	621	23.4	382	22.0
Manufacturing	Leather Ind.	1	67	2.5	48	2.8
Manufacturing	Textile Ind.	4	712	26.9	486	28.0
Manufacturing	Clothing Ind.	1	70	2.6	55	3.2
Manufacturing	Paper & Allied	1	61	2.3	37	2.1
Manufacturing	Printing & Publishing	1	46	1.3	41	2.4
Manufacturing	Machinery	1	33	1.2	19	1.1
Manufacturing	Transport Equipment	4	430	16.2	317	18.3
Manufacturing	Electrical Prod.	2	203	7.7	132	7.6
Manufacturing	Chemical Prod.	1	46	1.7	30	1.7
Manufacturing Subtotal		19	2,472	93.3	1,651	95.1
Finance, Insurance & Real Estate	Insurance Carriers	1	56	2.1	28	1.6
Services	Accommodation & Food	1	122	4.6	57	3.3
TOTAL		21	2,650	100	1,736	100

Map II_1

GEOGRAPHIC DISTRIBUTION OF CLOSURES



1. Firestone, Whitby
2. Norwich Eaton, Paris
3. Armstrong Cork, Lindsay
4. Harlequin Books, Stratford
5. Union Carbide, Metro Toronto
6. Rockwell, Parry Sound
7. MacMillan Bloedel, Metro Toronto
8. Celanese Millhaven Fibres, Cambridge
9. Western Automotive, Metro Toronto
10. Co-op Health Services, Metro Toronto
11. Courtaulds (Caravelle), Cornwall
12. Sheller Globe, Deseronto
13. Square D. Co., Mississauga
14. Blue Bell, Carleton Place
15. Bendix Automotive, Windsor
16. General Bakeries, Hamilton
17. Agincourt Motor Hotel, Metro Toronto
18. Laura Secord, Metro Toronto
19. Peeters, Belleville
20. Roper Corporation, Ingersoll
21. Greb Industries, Kitchener

The high degree of workers' cooperation indicated by the 66% response appears even better when account is taken of an additional 14% of questionnaires being returned by the post office as address unknown.

Following return of the questionnaires by workers, two telephone follow-ups were conducted to maximize useable responses and to check for response bias. The first follow-up involved contacting respondents, where required, to answer core questions left blank on the questionnaire or to clarify information already provided. The second follow-up was an abbreviated questionnaire administered over the telephone to a sample of non-respondents. No major differences in terms of personal background or labour force status were found between respondents and non-respondents.

A copy of the survey questionnaire and a more detailed description of the survey methodology can be found in the technical appendix to this paper.

CHAPTER III

DEMOGRAPHIC CHARACTERISTICS

A comparison of Statistics Canada's labour force data with that obtained from the plant closure survey reveals significant differences in the population characteristics. Notably, the representation of women among survey respondents (35%) is less than in the Ontario employed labour force (43%). However, the representation of women in the survey is higher than the representation of women in Ontario's manufacturing industries generally, which is only 28%.

When the age distributions of the employed labour force and the survey respondents are compared, it is also evident that the survey respondents are older than employed workers generally. Workers aged 45 and over represent 44% of survey respondents as compared with 30% of the employed labour force. There are relatively more men than women in this age group in both the labour force and among the survey respondents: 32% of men and 26% of women in the labour force; 46% of men and 38% of women survey respondents. Table III_1 provides a detailed comparison by age and sex.

That workers affected by plant closures tend to be older than the the labour force in general is usually explained in terms of a company's personnel policies prior to closure. As business declines, hiring is reduced and layoffs are generally of younger workers with the least seniority. When the final decision is taken to partially or completely wind-up the business, it is the workers with the most seniority, and who are usually older, that still remain on staff.

The higher age of survey respondents is accompanied by lesser educational attainment. Once again, this difference is probably strongly influenced by the prominence of manufacturing industries in the survey and, as will be discussed in Chapter IV, processing occupations.

One notable difference in educational attainment is the 30% of survey respondents with only public school educations as compared with 13% of the employed labour force. This variation is markedly different according to sex: 26% of male survey respondents compared to 16% in the employed labour force, and 36% of female survey respondents compared to only 10% in the employed labour force. Table III_2 provides these and other comparisons by education and sex.

Table III[1]

LABOUR FORCE AND SURVEY RESPONDENTS, BY AGE AND SEX

Age	Ontario Employed Labour Force[1]			Plant Closure Survey		
	% Male	% Female	% Total	% Male	% Female	% Total
Under 20 years	7	10	8	2	1	2
20-24 years	12	16	14	9	11	9
25-34 years	28	26	27	22	25	23
35-44 years	21	22	21	21	25	23
45-54 years	18	16	17	24	24	24
55-64 years	12	9	11	20	13	18
65 and over	2	1	2	2	1	2
Total:	100%	100%	100%	100%	100%	100%
(Total number)	(2,314,000)	(1,720,000)	(4,035,000)	(1,124)	(612)	(1,736)

[1] Source: Statistics Canada, Labour Force Survey, March 1982, unpublished data.

Table III_2

LABOUR FORCE AND SURVEY RESPONDENTS, BY EDUCATION AND SEX

Education	Ontario Employed Labour Force[1]			Plant Closure Survey		
	% Male	% Female	% Total	% Male	%Female	% Total
Only Public School	16	10	13	26	36	30
Some Secondary 1-3 years	48	54	51	38	31	35
Completed Secondary 4-5 years				20	23	21
Some College or University	10	10	10	8	5	7
Completed College or Univertsity Certificates or Degrees	26	26	26	8	5	7
Total %	100	100	100	100	100	100

1. Source: Statistics Canada, Labour Force Survey, March 1982, unpublished data.

CHAPTER IV

EMPLOYMENT CHARACTERISTICS BEFORE CLOSURE

In terms of layoffs and closures, manufacturing was the economic sector hardest hit by the recession. In 1981, Ministry of Labour tabulations show 94% of employees in recorded permanent and indefinite layoffs, including 85% of employees in partial and complete closures involving 50 or more workers, had been employed in manufacturing. Similarly, 95% of respondents in the survey worked in manufacturing. These figures contrast sharply with the 24% of total provincial employment represented by the manufacturing sector, as Table IV_1 shows. In terms of unionization, 68% of survey respondents reported that they were represented by a union, roughly double the rate of union representation among all employees in the labour force.

The difference in industrial sector representation is reflected in the distribution of occupations (see Table IV_2). While 61% of survey respondents were employed in processing occupations[1], in the employed labour force processing accounted for only 17% of occupations. When this distribution is further disaggregated according to sex, the disproportionate representation of processing occupations emerges more strongly for women (56% of female survey respondents and 8% of the female employed labour force)[2] than for men (63% of male survey respondents and 23% of the male employed labour force).

The wages received by survey respondents averaged $291, with 15% earning $200 or less per week and only 2% earning over $400 weekly. This compares poorly with average earnings, as represented by Ontario's industrial composite, of $311 in 1980 (when 61% of respondents lost their jobs) and $348 in 1981 (when 34% of respondents lost their jobs). These lower than average earnings are surprising, particularly since earnings in manufacturing are generally 10% higher than the industrial composite. If a composite is calculated on the basis of only those industries represented by survey respondents, the resulting figure is still substantially higher than the earnings of survey respondents.

The earnings gap can be partially explained through the heavier (35%) representation of women among respondents than in the manufacturing sector generally (17%), and the lower wages paid to women - $232 compared to $323 for male survey respondents. The remaining earnings gap can at least partly be attributed to the squeeze on wages that takes place when a company is in dire economic straits, even though closure may not occur until months or years later.

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1. "Processing" as used by Statistics Canada in its labour force survey and as used throughout this paper indicates product processing, machining, fabricating, assembly and repairing occupations as defined in the Canadian Classification and Dictionary of Occupations, 1971.

2. For purposes of assessing the findings of this survey it should also be noted that, of the 56% of women respondents who were employed in processing, 23% (i.e. 42% of the 56%) were employed in a single firm. As far as can be determined this does not, however, introduce any significant bias into the survey results.

Table IV_1

COMPARISON OF EMPLOYED LABOUR FORCE AND SURVEY RESPONDENTS BY INDUSTRIAL SECTOR

Industrial Sector	Employed Labour Force[1]		Plant Closure Survey		Number of Employees in Complete and Partial Closures[2] Reported in 1981	
	N (000's)	%	N	%	N	%
Agriculture	119	3	-	-	-	-
Other Primary	47	1	-	-	107	2
Manufacturing	984	24	1,651	95	5,941	86
Construction	180	5	-	-	-	-
Transportation, Communication and Utilities	298	7	-	-	67	1
Trade	674	17	-	-	259	4
Finance, Insurance and Real Estate	268	7	28	2	85	1
Service	1,191	30	57	3	438	6
Public Administration	274	7	-	-	-	-
Total	4,035	100%	1,736	100%	6,987	100%

1. Statistics Canada, The Labour Force, March 1982 (% totals may vary due to rounding).

2. In closures involving 50 or more workers; 1980 closure data not available in this form.

Table IV2

COMPARISON OF EMPLOYED LABOUR FORCE AND SURVEY RESPONDENTS, BY OCCUPATION AND SEX

Occupations	Ontario Employed Labour Force[1]			Plant Closure Survey		
	% Male	% Female	% Total	% Male	% Female	% Total
Managerial, Professional	25	26	26	8	5	7
Clerical	7	34	19	7	28	14
Sales	11	10	11	1	-	1
Service	10	17	13	4	4	4
Primary Occupations	5	2	4	-	-	-
Processing	23	8	17	63	56	61
Construction	7	-	4	4	-	2
Transportation	5	1	3	1	-	1
Materials Handling	5	1	4	11	6	9
Not Given and N.E.C.	-	-	-	1	1	1
Total % (Total number)	100% (2,314,000)	100% (1,720,000)	100% (4,035,000)	100% (1,124)	100% (612)	100% (1,736)

1. Source: Statistics Canada, The Labour Force, March 1982 (% totals may vary due to rounding).

Any such impact on weekly wages does not, however, appear to have been reflected in a reduction of working hours. Both survey respondents and wage earners in manufacturing in Ontario generally, in 1980 and 1981, worked an average of 39 hours per week.[1]

While average hours are similar, the respondents to the survey were more likely to work full-time than were workers in the labour force generally. Less than 3% of survey respondents worked part-time as compared with 16% of Ontario's employed labour force. The difference is, again, attributable to the dominance in the survey of the manufacturing sector and processing occupations, which are less prone to part-time work than the service or trade sectors.

Finally, with respect to job tenure, the findings are expectably parallel to those on respondents' ages. Workers with over 10 years seniority compose 46% of the survey respondents compared with 27% of the employed labour force. Again, there are relatively more men than women with such seniority: 51% of men and 36% of women among survey respondents contrasting with only 34% of men and 18% of women in the employed labour force. Table IV_3 provides this comparison.

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1. The figure for hours worked by survey respondents is exclusive of overtime; the Statistics Canada data for manufacturing is inclusive of overtime.

Table IV_3

COMPARISON OF EMPLOYED
LABOUR FORCE AND SURVEY RESPONDENTS, BY JOB TENURE AND SEX

Job Tenure	Ontario Labour Force[1]			Plant Closure Survey		
	% Male	% Female	% Total	% Male	% Female	Total
Under 1 year	20	26	23	3	3	3
1 - 5 years	28	37	32	29	29	29
6 - 10 years	18	20	19	31	31	22
11 - 20 years	20	13	17	28	29	28
Over 20 years	14	5	10	23	7	18
Total	100%	100%	100%	100%	100%	100%
(Total number)	(2,314,000)	(1,720,000)	(4,035,000)	(1,124)	(612)	(1,736)

1. Source: Statistics Canada, The Labour Force, March 1982 (% totals may vary due to rounding).

CHAPTER V

ADVANCE NOTICE AND LABOUR MARKET EXPERIENCE

The workers who remained in the labour force after the closure of their firms encountered general labour market conditions characteristic of the economic recession of the period. Within the confines of these general conditions, however, individual circumstances and job search results varied considerably.

As shown in Table V_1, 54% of respondents were employed at the time of survey and an additional 16% had found one or more jobs since closure but were unemployed at the time of survey. The survey results also show, however, that 19% of respondents, including 32% of women, had not been employed any time since closure and were still looking for work when surveyed. The remaining 11% of respondents had left the labour force at or subsequent to the time of closure.

Table V_1

LABOUR MARKET EXPERIENCES SINCE CLOSURE

Respondents' Status	% of Survey Respondents		
	Male	Female	Total
Employed at time of survey	62	38	54
Found job but unemployed at time of survey	17	15	16
Unemployed since closure	12	32	19
Left labour force	9	15	11
Total %	100	100	100

Advance Notice

One of the aspects on which information was collected involved the use made of the period of advance notice of employment termination to seek new work.

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Only one company closed without notice (although they provided pay-in-lieu of notice as required by The Employment Standards Act), but three other companies gave advance notice to fewer than one-half their employees; due to insolvency, accidental destruction of company premises, or corporate decision, a total of 16% of respondents started their searches for new employment without benefit of any advance notice and another 10% received less than one month's notice.

The most common duration of advance notice, received by 39% of respondents, was 1-3 months, with another 31% receiving 3-6 months, and 5% receiving over six months of notice.

About 46% of respondents remaining in the labour force at the time of the survey began to search for a job during the notice period, or over one-half of those who received notice. To this figure can be added the number of respondents who had started looking for a new job even prior to receiving notice. On this basis, about two-thirds (65%) of respondents given advance notice took the opportunity to search for new employment during the notice period. This figure approximates and confirms advance notice use rates reported in previous surveys.[1] For purposes of detailed inter-group comparisons within this survey, however, it is less confusing to divide workers in the labour force at the time of the survey into notice users (55%) and non-users (45%), the latter number including those who received no notice.

Table V_2

ADVANCE NOTICE OF TERMINATION AND JOB SEARCH TIMING; WORKERS IN LABOUR FORCE AT TIME OF SURVEY

Job Search Timing	% of Survey Respondents		
	Male	Female	Total
Started job search before notice received	9	8	9
Started job search during notice period	49	40	46
Started job search after leaving company	28	32	29
Did not receive notice	14	20	16
Total %	100	100	100

1. See McKenna

On this basis the rate of use of advance notice to seek employment was higher for men (59%) than for women (48%); for full-time workers (55%) than for part-time workers (31%) and for office workers (68%) than for non-office workers (52%).

Seniority and age, however, appear to be by far the most significant factors in determining the job search use of advance notice periods. The older and more senior the worker, the less likely the worker was to make use of the notice period. As shown in Chart V_1, the proportion of workers who did not begin their job search until after termination rises in steadily growing increments from a low of 38% for those with 3 or more years' seniority to reach 85% for workers with over 35 years' seniority. Also, for workers aged 25 or older, this proportion rises from 35% in the 25-34 age category through 61% in the 55-64 age category.

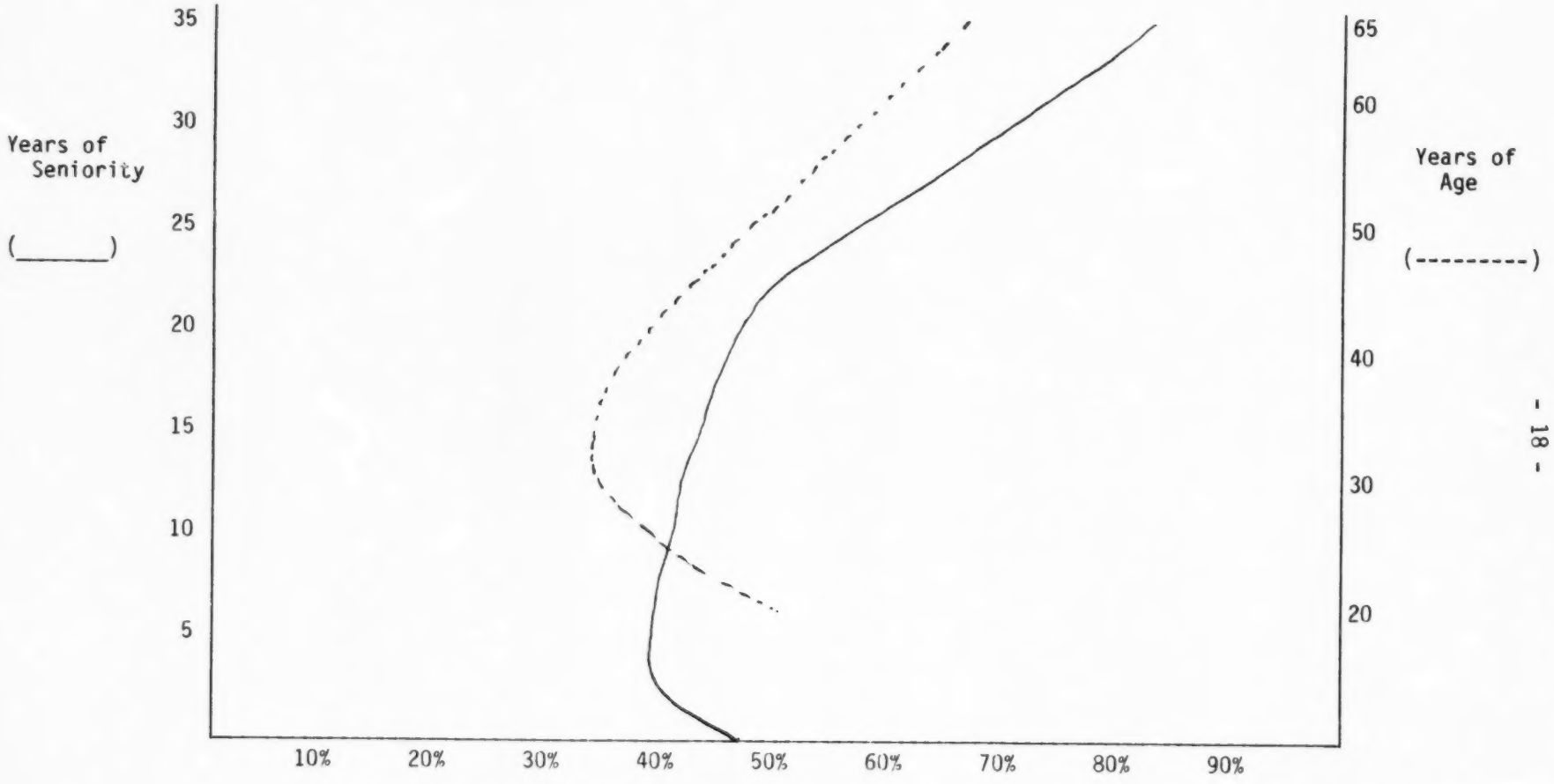
These findings support earlier research reports that suggest a discouraged attitude towards job search among older workers who had not changed employment for a long time. The need to re-acquire job search skills and put them into use perhaps entails an adjustment period for such workers longer than the notice period.

For those workers who began their job search prior to closure, the results can be considered moderately encouraging in light of the state of the economy: 36% of these workers (20% of total respondents remaining in the labour force) received one or more job offers during the notice period and another 20% (11% of the total responds remaining in the labour force) left during the notice period to begin a new job. Somewhat surprisingly, age had no impact on the probability of receiving job offers, but for workers aged 25 and over there is a steady decline in the probability of leaving early to accept these job offers. The characteristics that led a minority of older workers to join younger workers in an early job search appear to make them equally employable, at least quantitatively. Increasing age, however, also appears to make workers more selective about accepting early job offers or, if they accept an offer, more disinclined to leave before the notice period in order to take up their new employment.

Two other characteristics of the use of the notice period, as apparent from this survey, are worthy of note as confirming earlier studies. First, for notice periods of one month or more, there was no evidence to show that the use of notice periods for job search increased with the length of notice provided. Also, there is no evidence to support concerns that the provision of severance pay (not a legislated requirement prior to July 1, 1981,although it was retroactive to Jan. 1, 1981) or "stay pay" may, through concern over possible loss of such pay by "early leavers," inhibit use of the notice period. The 66% of total respondents receiving such payments and comparable figure for each of the subgroups of workers who started their job searches before, during and after the notice period are remarkably similar, varying from the 66% by no more than plus or minus 2%. If severance pay had an impact on job search timing then the percentages of workers starting job search after closure should have been appreciably higher than the 66% of total respondents.

Chart V_1

THE RELATION OF SENIORITY AND AGE TO JOB SEARCH DURING NOTICE PERIOD



Job Search Strategy

Respondents looking for new employment used, on average, more than three methods of job search. This average is higher and indicates a greater variety of job search techniques than shown by either unemployed workers generally or workers involved in earlier plant closures in times of less severe labour market conditions.[1]

The frequency with which each job search method was used also relates to the frequency with which that job search produced results. Since many workers found more than one job since closure, or found jobs through a combination of methods, the total number of productive methods averages 1.5 methods per worker who found employment some time after closure. Table V_3 shows the distribution of methods.

There were no significant differences by sex, age, or workplace office/non-office category in the frequency of job search methods and the methods which led to jobs, except that the youngest (under 20 years of age) and oldest (65 years and older) respondents relied disproportionately on informal contacts. This approach also produced more jobs for them than did any other job search method.[2]

Employment Since Closure

Almost 72% of all respondents, and 79% of those respondents still in the labour force at the time of survey, found one or more jobs sometime after closure. The rest of the respondents remained continuously unemployed or left the labour force. Table V_4 provides these results:

The duration of this post-closure employment, in single or successive jobs, was substantial - perhaps surprisingly so in light of general economic conditions. Over 22% of respondents employed after closure and still in the labour force at the time of survey reported that they had been employed 100% of the time they were in the labour force since closure; and almost one-half (47%) of those finding employment had been employed over 80% of the time.[3] The average respondent was employed approximately 78% of the time. See Table V_5.

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1 See Gordus et. al. and Statistics Canada, the labour force and supplementary surveys (e.g. The Labour Force, Feb. 83).

2. The United States Panel Study of Income Dynamics reported in 1980 that a majority of the employed labour force heard about their jobs through friends and relatives. See M. Corcoran et al. In Canada, Portis and Suys reported 38% found new employment through direct application and 21% through friends and relatives.

3. All percentages are calculated solely on the basis of weeks employed and weeks unemployed. The total may be less than the number of weeks between closure and survey (due to temporary withdrawals from the labour force; illness, holidays, education, family responsibilities). This difference appears to average 10% - 15%.

Table V_3

METHODS OF JOB SEARCH

	% of Workers Who Used Method	% of Jobs Found Through Method
1. Direct application to a potential employer	80	32
2. Informal contacts: family and friends	72	28
3. Canada Manpower (C.E.I.C.)	64	9
4. Newspaper ads	54	13
5. Company assistance	20	7
6. Manpower Adjustment Committee[1]	12	3
7. Private employment agencies	12	2
8. Union assistance[2]	12	5

1. This response should be treated with caution, due to the weakness of name recognition for Manpower Adjustment Committees by survey respondents.

2. Since two-thirds of respondents were represented by unions before closure, this 12% and 5% of the total could also be interpreted as 18% and 7% of unionized workers.

Table V_4

EMPLOYMENT SINCE CLOSURE

Labour Force Status

Respondents	Found Job	Unemployed Continuously	Left Labour Force
Total respondents in survey: 1,736	1,247 (72%)	375 (22%)	114 (7%)
Respondents still in labour force at time of survey: 1,540 [1]	1,215 (79%)	325 (21%)	excluded

1. In addition to the 114 workers who left the labour force at time of closure 82 more left before the date of the survey: of these 32 had found employment and 50 had not found employment after closure.

Table V_5

DURATION OF EMPLOYMENT SINCE CLOSURE[1]

% of Time Employed

Respondents in Labour Force	20% or Less	20.01 - 40%	40.01 - 60%	60.01 - 80%	80.01 - 99.9%	100%
% of Respondents	8	11	17	17	25	22
Cumulative % of respondents employed this % of time or more	100	92	81	64	47	22

1. For workers who found a job and were still in the labour force at time of survey

This distribution of individuals by length of employment over time does not take into account the differing dates of layoff experienced by workers, ranging from 1979 to 1981.[1] With these differences incorporated into the analysis, a group[2] average is produced of 69% (50 weeks) employment in the time since closure and 31% (22 weeks) unemployment.

These weeks of employment were primarily in single, full-time jobs. Over 60% of respondents who succeeded in finding re-employment worked in only 1 job after closure although 62% had two jobs and 12% three or more more jobs.[3] Also, 4% of workers had found only part-time employment after closure, as compared with 3% working part-time before closure. Although the quality of post-closure jobs ending before the date of survey is unknown, available survey information suggests limited support for theories of a significant "discouraged worker" effect wherein a worker's post-closure experience is a depressing series of short-term, lower quality jobs.[4] Further, for those employed at time of survey qualitative variables on current employment (discussed in Chapter VI) indicate remuneration and working conditions generally comparing favourably to those experienced in pre-closure jobs.

When employment experience since closure is looked at in greater detail, however, patterns begin to emerge which serve as pointers for further analysis in the chapter following. The most significant finding is the differential periods of employment for men and women: males were employed 73% of their post-closure weeks in the labour force but female respondents were employed only 59% of that time. Despite their relatively briefer periods of employment, moreover, a significant number of female respondents held multiple, successive full-time jobs.

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1. And one in 1982.

2. This group average differs from the individual average by weighting according to time since layoff. For example, two individuals who were involved in plant closures six months ago and 24 months ago and have each been employed for six months since closure have, on an individual basis, been employed an average of 63% of the time (an average of 100% and 25%) but have a group average employment of only 40% (12 months out of 30).

3. See Aiken et al: 35% of displaced Packard workers had worked in two jobs, and 9% in three jobs.

4. This is not to deny the occurrence of this effect, particularly for women, only its general frequency.

Other aspects of post-closure employment worthy of note are the evident variations according to age and education. There is a steady decline in percentage of time employed as the respondents' ages increase; from 74% for ages 25-34; 70% for ages 35-44; 66% for ages 45 - 54; and 64% for ages 55 and older. The variations by level of education obtained is even stronger: 86% for college graduates, 76% for respondents with only some college education; 74% for secondary school graduates; 68% for respondents with only some secondary school; and 61% for respondents with only public school education. These variations by age and education are not independent of each other, since older respondents reported lower levels of formal education than younger respondents. Similarly, female respondents tended to have lower levels of formal education than male respondents (36% of women and 26% of men had only public school). These indications of the effect of age, education and sex are supported by earlier studies.[1]

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1. See Gordus et al and Haber et al.

CHAPTER VI

CURRENT EMPLOYMENT

This chapter reports on the current employment of the 935 respondents who were employed at the time of survey. These workers comprised over one-half of all respondents and 61% of those still in the labour force when surveyed.

The labour force status of all respondents at the time of survey is shown in Table VI_1. Those currently unemployed as well as persons no longer in the labour force will be examined in the next two chapters.

Table VI_1

LABOUR FORCE STATUS AT TIME OF SURVEY

Respondents' Status	% of Total Survey Respondents			% of Current Labour Force		
	Male	Female	Total	Male	Female	Total
Current Labour Force						
Currently employed	62	38	54	68	45	61
Unemployed now but were employed since closure	17	15	16	19	17	18
Unemployed since closure	12	32	19	13	38	21
Left Labour Force						
Left labour force at time of closure	5	9	6	N/A	N/A	N/A
Employed since closure but now out of labour force	1	3	2	N/A	N/A	N/A
Unemployed since closure but now out of labour force	3	3	3	N/A	N/A	N/A
Total % (Total number)	100 (1,124)	100 (612)	100 (1,736)	100 (1,021)	100 (519)	100 (1,540)

N/A = Not applicable

Occupation

As discussed in Chapter IV, prior to closure about 60% of the respondents worked in processing occupations. The occupational distribution of the workers at the date of survey, however, shows only 39% of employed respondents in those types of jobs (see Table VI_2). The decline is more significant for women than for men; female respondents in processing declined from 56% to 25% and men from 63% to 43%. Other salient changes are an increase from 28% to 48% of women employed in clerical occupations and a growth in total service occupations from 4% to 12%.

Table VI_2

A COMPARISON OF OCCUPATIONAL DISTRIBUTIONS OF THE EMPLOYED

Respondents' Occupations	% Before Closure			% Current Employment		
	Male	Female	Total	Male	Female	Total
Managerial, Professional	8	5	7	13	6	11
Clerical	7	28	14	6	48	17
Sales	1	-	1	3	3	3
Service	4	4	4	13	9	12
Primary Occupation	-	-	-	1	1	1
Processing	63	56	61	43	25	39
Construction	4	-	2	7	-	5
Transportation	1	-	1	3	-	2
Materials Handling	11	6	9	7	6	7
Not Given and N.E.C.	1	1	1	4	2	3
Total %	100	100	100	100	100	100
(Total number)	(1,124)	(612)	(1,736)	(701)	(234)	(935)

Although most previous plant closure studies have reported major shifts in the occupational patterns, the reasons for these shifts are not self-evident. In this survey, of all the survey respondents employed at the time of survey, only 21% were re-employed in the same[1] occupation as before closure; in processing occupations only 13% were re-employed in the same occupation. Moreover, for the labour force as a whole in Ontario, employment in processing occupations contracted by 56,000 jobs between March 1980 and March 1982, resulting in 5% fewer jobs for men and 18% fewer for women. By contrast, seasonally adjusted employment in all occupations was the same for men in March, 1980 and March, 1982 while expanding by 61,000 jobs, (4%) for women.

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1. At the 2 digit "major group" level; at this level processing is separate from machining, fabricating and repairing occupations.

If the survey respondents previously in processing occupations thus found poor prospects of re-employment in these occupations, their mobility to new clerical and service occupations is not surprising. These occupations generally require lower entry level skills than do other occupations.

Perhaps as a reflection of these occupational changes, the degree of unionization of respondents also changed. The 68% of workers represented by unions at time of closure fell to 39% of workers employed at the date of survey.

Earnings

If occupations have changed in the above pattern, then there are reasonable expectations that the pay levels of workers will have declined. Certainly this is a standard expectation for occurrences of mass job loss in difficult economic times. The present survey findings, however, show pay level changes strongly determined by the sex of respondents.

Table VI3 shows that only 25% of men employed at the date of survey were earning less than before closure and 44% were earning more than before. For women, however, this distribution is reversed: 42% earning less and 34% earning more.

Table VI3

WEEKLY EARNINGS BEFORE AND AFTER CLOSURE:

Currently Employed Respondents, by Sex

Respondents Currently Earning	Male	Female	Total
	%	%	%
Less than before	25	42	29
Same as before[1]	26	18	24
More than before	44	34	41
Not given	5	6	5
Total %	100	100	100
(Total number)	(701)	(234)	(935)

1. "Same Earnings" are defined as remaining within ± 10% of the previous weekly pay.

The actual new straight-time earnings figures average $321 per week for all employed respondents; $354 for men and $222 for women. This is higher for males and lower for females than the weekly earnings of all survey respondents prior to closure ($323 for males, $232 for female, average of $291). It should be noted, however, that the time span for re-employed workers, between closure and date of survey, was usually one and two years; as such higher wage rates would be necessary to reflect inflation. Women currently employed earned 63% of men's earnings, a decline from the original survey group as a whole (i.e. women earning 72% of men's earnings).

Hours

Average straight-time hours worked were almost identical to those before closure (39 hours). However, a higher proportion of women (19%) than men (8%) worked fewer hours than before and 11% of women and 10% of men worked more hours than before.

In general, since the hours of work did not change, differences in weekly earnings do not appear to be attributable to hours worked.

Job Satisfaction

As with wage rates, conventional wisdom is that the new job satisfaction levels of involuntary job losers will be lower than before closure, particularly during periods of high unemployment.[1] Also, this decline in reported job satisfaction would be expected to be particularly high for job losers with long service and high security characteristics such as the survey respondents.

In answer to a scaled question on relative job satisfaction, however, 42% of employed respondents preferred their new jobs and only 33% preferred their old jobs, with the remainder deriving the same satisfaction from each job. As expected, the degree of satisfaction is related to length of service, but the relationship is not a direct one. Rather, there is a clear threshold, from greater to lesser job satisfaction, at 10 years' service. For seniority levels up to 10 years, almost 50% of those currently employed were more satisfied with their new job and 25% less satisfied, while for seniority of 11 or more years about one-third were more satisfied and 40% less satisfied.

The job satisfaction explanation most frequently cited by respondents was, expectably, wages. Of the 676 employed respondents who provided reasons for their levels of job satisfaction, 11% cited higher wages and 12% cited lower wages. More than 30 other reasons were advanced, of which only "worse working conditions" or "type of work", reported by 14%, were significant. There was no difference in the distribution of reasons reported by men and women.

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1. See Haber et al.

For comparison, Table VI_4 shows the job satisfaction responses according to the 5 degrees of job satisfaction asked in the questionnaire, and each of these related to respondents' changes in weekly earnings.

Table VI_4

COMPARISON OF CURRENTLY EMPLOYED RESPONDENTS BY JOB SATISFACTION AND EARNINGS STATUS

How Current Job Satisfaction Compares with Job Satisfaction Before Closure	How Current Earnings Compare to Earnings Before Closure: More Than Before	Same As Before	Less Than Before	Total, All Earnings
Much Better	29%	20%	14%	23%
Better	24%	23%	12%	20%
About the Same	26%	24%	21%	24%
Worse	15%	23%	27%	20%
Much Worse	6%	10%	25%	13%
Total %	100%	100%	100%	100%
(Total number)	(387)	(228)	(271)	(935)

A Profile of the Currently Employed

Other characteristics of the currently employed, including sex, age, education/training and mobility, may be briefly summarized as follows:

First, as shown in Table VI_1, a greater proportion of men than of women were employed at the time of survey. When surveyed, the employed labour force distribution was 75% male and 25% female. This contrasts with a pre-closure distribution of 65% male and 35% female. As later chapters will show, women respondents were more likely than men to be unemployed and also more likely to leave the labour force.

In terms of age, there is generally little change, with an age distribution of the employed when surveyed (and employed at closure) of 14% (11%) under age 25; 25% (23%) ages 25-34; 23% (23%) ages 35-44; 25% (24%) ages 45-54; and 14% (20%) age 55 and older. Only the oldest age category has declined appreciably. When further examined on the basis of sex and age combined, the same results appear; the lower employment of older workers is true of men as well as women, although the effect is stronger for the latter.

The educational background of workers employed when surveyed is higher than that at the time of closure, with the most marked change being a decline from 30% of workers having only public school education to 19% of the currently employed at that level of education. The lower figure mirrors the proportion of this group in the provincial labour force, but the decline is linked to the reduced representation of women among currently employed respondents (female respondents in the survey generally had less education than the men).

Another change appears in the distribution of workers reporting some form of vocational or technical training in addition to regular schooling. These workers comprise over 36% of the currently employed compared to less than 31% at the time of closure. The significance of this may be limited, however, since the employment rates for workers currently in the labour force with vocational or technical training is less than that of respondents who have regular schooling at least through secondary school. This may be the result of employers using a secondary school degree requirement as a personnel screening device, and many job skills - even those obtained through vocational training - being job specific and not transferrable[1]. Even so, since 28% of men had training as compared to 19% of women, the increased proportion of trained respondents is linked in part to the decreased proportion of women employed.

Finally, it is notable that only 7% of respondents employed at the time of closure had to move to a new community in order to take up new employment. This geographic mobility was shown by 8% of males and 4% of females, and the majority was by workers under age 35. These results should be treated with caution, however, since the survey response rate of workers who have changed communities since the date of closure surely is affected by the 14% postal return rate for questionnaires marked "address unknown".

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1. See J. Palen, and W.Haber et al.

CHAPTER VII

THE CURRENTLY UNEMPLOYED

The respondents who were unemployed at the date of survey represented 39% of those still in the labour force. As shown in Table VI_1, they were divided into two subgroups with differing labour market experiences: workers unemployed at the time of survey but who had been employed in one or more jobs subsequent to closure and workers who had been unemployed continuously, without benefit of any interim employment.

Unemployed Workers With Post-Closure Employment

Unemployed workers who had been employed sometime between the date of their firms' closure and the date of survey comprised almost one-half the total unemployed - 19% of men and 17% of women in the labour force when surveyed. Since these workers had some degree of employment, their unemployment arguably can be viewed somewhat differently than that of the continuously unemployed. On the one hand, their employment security has clearly not been restored; they appear to be more prone to suffer redundancy, particularly if they are older. On the other hand, it has been suggested that many job changes subsequent to the first post-termination job are largely voluntary.[1] The question of how to consider this type of unemployment becomes an issue of definition: should the unemployment of all of these workers be viewed as linked to plant closure or should some part be viewed as independent and thus properly excluded from the present analysis?

In the present case, an indication of how to consider the unemployment of respondents with employment after a closure might be inferred from the relative duration of employment and unemployment. They averaged 33 weeks of employment (49% of time in the labour force after closure) and 35 weeks of unemployment (51% of time in the labour force). This is substantially lower than the 77% employment time of currently employed respondents. The actual distribution is as shown in Table VII_1.

The inferences to be drawn solely from employment duration are too weak to justify any attempt at statistical adjustment. Such adjustment must await future research studies which gather information on the objective characteristics of interim jobs held and on how the workers themselves perceived those jobs.

The Continuously Unemployed

Currently unemployed workers who had <u>not</u> been employed at any time since closure represent 21% of the current labour force, and slightly more than one-half the total unemployed when surveyed. When the unemployment rates for men and women are considered separately, however, continuous unemployment was experienced three times as frequently by women than by men: 38% compared to under 13%. The characteristics and determinants of this differential incidence are considered below.

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1. See Portis and Suys; and Welton

Table VII_1
DURATION OF EMPLOYMENT OF WORKERS EMPLOYED SINCE CLOSURE BUT UNEMPLOYED WHEN SURVEYED

% of Time Employed

	20% or less	20.1 - 40%	40.01 - 60%	60.01 - 80%	80.1 - 99%
% of respondents	20	19	24	20	18
Cumulative % of respondents employed this % of time or more	100	81	62	38	18
(Number)	(54)	(54)	(66)	(56)	(55)

Duration of Job Search

Of all respondents unemployed and looking for work at the time of survey, one-third (represented by respondents who had found interim employment) had been looking for less than 6 months since their last job, another third (composed of both types of unemployed) had been looking for 6-10 months, and the remaining third (the continuously unemployed) had been looking longer. In comparison, the Ontario labour force average duration of unemployment in 1981 was slightly over 3 months.

Also, Table VII_2 shows that the unemployment duration pattern differs according to sex, with 78% of women and 57% of men unemployed for six or more months. This difference reflects the greater proportion of women continuously unemployed since closure.

The contrast between this extended unemployment (with the six months and over category comprising 25% of the current labour force) and the success of other respondents (with another 25% of the current labour force not only employed but earning at least 10% more than before) begs reliable explanation. Ironically, from the perspective of previous plant closure studies, the latter finding is more surprising than the former. For those workers not fortunate enough to be re-employed when surveyed, the duration of unemployment has typically been long, and the duration for women substantially longer than for men.[1].

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1. Gordus et al, pp. 89-94.

Table VII$_2$

DURATION OF UNEMPLOYMENT OF WORKERS CURRENTLY UNEMPLOYED, BY SEX

Time Unemployed, Looking for Work:	Male %	Female %	Total %
Less than 1 month	13	6	10
1 - 2 months	11	2	7
3 - 5 months	19	14	17
6 - 10 months	19	51	33
11-15 months	13	14	14
16 months or more[1]	25	13	19
Total % (Total number)	100 (313)	100 (274)	100 (587)[2]

1. The greater proportion of men (25%) than of women (13%) unemployed for 16 months or more is due to disproportionatly male work forces in the early 1980 closures in the survey sample.

2. 18 respondents of the 605 unemployed did not provide this information.

Occupation

Over three-quarters (77%) of the survey respondents worked in occupations in which provincial unemployment rates were significantly higher than the general rate. In particular, the unemployment rate for processing occupations was 14% overall and 19% for women in processing.

Occupation, therefore, is a determinate of part of the overall 39% unemployment rate of workers at the time of survey. Although one firm[2], in which 91% of women were engaged in processing occupations, accounts for 56% of continually unemployed women, occupation may also be a significant determinate of female unemployment.

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2. The local labour market was examined to see if some of the unemployment was determined by local conditions, but no supporting evidence was revealed; the labour market was large and the unemployment rate was near the Provincial average.

Age and Seniority

The most prevalent and strongest finding in earlier plant closure studies has been that, after middle age, a worker's re-employment prospects decrease. Several studies have also discovered a negative re-employment impact associated with seniority, in addition to the impact of age.

For this survey, the effect of age on the labour market experiences of workers has already been shown in terms of lower use of the notice period for job search, decreasing rates of time in employment since closure, and significantly lower repesentation in the current employed labour force. The statistics on current unemployment extend those findings: 48% unemployment for respondents aged 55 and over contrasted with 38% for younger respondents, and two-thirds of the older unemployed workers unemployed continuously since closure.

If factors of age and sex are combined, as shown in Table VII_3, it is evident that the high unemployment rate for older workers conceals substantially different results for men and for women. A drop of 15% (from 70% to 55% employed) is shown for men age 55 or older compared to those in the age 45 to 54 category, with the portion continuously unemployed increasing accordingly.

Women aged 55 and older experience no comparable drop, but rather a threshold appears at age 25, with a 27% drop in employment at that point (from 71% to 44% employed) and a 29% drop in comparison to all women age 25 or older.

The finding of earlier age impacts on the employability of women compared to men is not new[1], but age has still been argued as the dominant factor in re-employability. The present survey does not support that conclusion: the unemployment rate for <u>all</u> women in the labour force when surveyed, at 55%, is worse than that for age disadvantaged men (age 55 and over), at 45%[2].

When the impact of seniority, is analyzed separately, the results also differ from previous studies which showed seniority as a significant factor and not simply a correlate of age. In the present survey, while an impact of seniority can indeed be found, the threshold appears only at 30 years; 53% of respondents with over 30 years seniority were unemployed when surveyed as compared to 39% of total respondents. Curiously, the lowest unemployment rate, 29%, is shown by workers with 21 to 25 years seniority, with the second lowest, 32%, more expectably, shown by workers with 5 years or less seniority.

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1. Hammerman, p. 668

2. When reporting on why they were unemployed, however, no women attributed their unemployment to sex discrimination although 26 men and 14 women attributed it to age.

Table VII$_3$

EMPLOYMENT STATUS OF RESPONDENTS STILL IN LABOUR FORCE, BY AGE AND SEX

Percentage of Males, females, and total respondents

Employment Status	Under 25			25-34			35-44			45-54			55 and over			Total		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Currently employed	75	71	74	75	44	64	69	36	57	70	43	61	55	42	52	68	45	61
Unemployed now, but were employed since closure	20	10	16	19	17	18	20	19	20	18	21	19	17	14	16	19	17	18
Unemployed Continuously	5	19	10	6	39	18	11	45	23	12	36	20	28	44	32	13	38	21
Total: %	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
(Total number)	(111)	(62)	(173)	(236)	(129)	(365)	(236)	(134)	(370)	(249)	(135)	(384)	(189)	(59)	(248)	(1021)	(519)	(1540)

Education

The positive correlation of education with current employment and employment duration is mirrored in the unemployment patterns. Not only are better educated respondents more likely to be employed than are the less educated, but they are more likely to have had interim employment. Only 22% of respondents with at least some college education were unemployed, of whom only 9% had been unemployed continuously; for respondents with secondary school degrees, the figures rise to 26%, with 12% unemployed continuously; and for respondents with incomplete secondary school educations, unemployment rises to 37%, including 17% continuously. The highest levels of unemployment, at 59%, including 39% continuously, occur among workers with no more than public school education.

As with other variables, the impact of education appears to have been stronger for women than for men, particularly for those with only public school education: 54% of currently unemployed females had only public school education compared with 34% of unemployed males.

Training

Only 29% of respondents (still in the labour force) with some form of vocational or technical training were unemployed at time of survey, including 13% continuously. Interestingly, the employment rate of these respondents appears to have been relatively independent of their sex.

Also, although most of currently unemployed respondents had no vocational or technical training, only 16% of them attributed their unemployment to the lack of skills while 73% simply reported the cause as "no jobs available". Advocates of training, however, may be encouraged by 66% expressing a willingness to consider enrolling in a training program (75% of men, 61% of women). Only 13% had already applied for training (15% of men, 11% of women), the majority through their Canada Manpower Centres.

Mobility

Many job seekers who have been unsuccessful in their local labour markets did eventually extend their searches to other communities. Workers involved in many plant closures, however, are disproportionately older, long-service workers with strong attachments to their local communities. In previous studies, geographic mobility has been found to be low, even in depressed labour markets.

This survey confirms expectations on the question of mobility. An average of 43% of these unemployed had looked elsewhere in Ontario, but only 28% had considered moving. A low 8% had looked for another job outside Ontario, perhaps reflecting the difficulty of such a search due to the distances involved, but 14% had considered moving outside Ontario.

The percentage of workers who have looked for work in another community in Ontario is lower for married respondents than for single respondents, lower for women than for men, and declines steadily as age increases (from 70% for the under 25 years of age group to 28% for the 55 years and older group).

CHAPTER VIII

LABOUR FORCE LEAVERS

With a survey sample weighted towards older, long-service workers and with an industrial economy characterized by high unemployment, the incidence and reasons for leaving the labour force are of particular interest in themselves and as indicators of potential bias in the findings on labour market performance.

Almost 200 of the respondents were no longer in the labour force at the time of survey, with over one-half having left immediately at closure and the remainder after a period of interim employment or job search. Women were more likely to leave than men, with 15% of total female respondents leaving compared to 9% of males. These 196 respondents reported a total of 226 reasons for leaving the labour force, some giving multiple reasons. Table $VIII_1$ distributes these reasons by age and sex.

Table $VIII_1$

REASONS FOR LABOUR FORCE WITHDRAWALS

Reasons for Leaving	Respondents' Age and Sex: 24 or less %	25 - 44 %	45 - 64 %	65 and over %	Total % M	F	T
Retirement	-	-	38	96	38	19	30
Personal or family Responsibilities	33	34	3	-	2	29	13
Illness or Disability	8	9	26	4	22	12	18
Going to school	42	34	4	-	17	14	16
Work not available	17	21	24	-	18	23	20
Other	-	2	5	-	3	3	3
Total % (Total number)	100 (24)	100 (62)	100 (117)	100 (23)	100 (125)	100 (101)	100 (226)

The most commonly given reason was retirement, comprising 38% of the reasons given by men and 19% of those given by women. These represent 18% of all male survey respondents in the 55 and over age groups and 21% of all such female respondents.

The second most common reason given for withdrawal from the labour force was the unavailability of work, given by 20% of respondents no longer in the labour force, usually in combination with another response (most frequently retirement). Early retirement usually appears to have been involuntary and, thus, the impact of age understated in the analyses of labour market experiences since closure.

Most other reasons are distributed as usually found in previous studies, with significant numbers of young women citing personal or family responsibilities and young male respondents generally citing a return to the classroom. The large number of older men identifying illness or disability as their reason for labour force withdrawal appears (from respondents comments) to be occupationally linked.

Approximately one-third of these respondents, 67 in total, indicated that they planned to return to the labour force in the next three months. These returnees would account for over one-half of labour force leavers under age 35, but less than one-fifth of those age 55 or older.

Chapter IX

Comparative Plant Closure Studies

In plant closure studies which consider the labour market experiences of workers after closure, the numbers of workers surveyed are often too small to produce meaningful subsample statistics. Comparisons of findings are difficult; the focal interests and methodologies of researchers have varied significantly, as have the general economic and labour market conditions in which the closures have occurred.

To the extent possible, however, the best study results have been analyzed and compared in two excellent publications of the W.E. Upjohn Institute for Employment Research. The first of these, by William Haber, Louis Ferman, and James Hudson is entitled The Impact of Technological Change; The American Experience and was published in 1963. The second, successor volume, by Jeanne Gordus, Paul Jarley and Louis Ferman is entitled Plant Closings and Economic Dislocation, published in 1981. This latter volume synthesizes 20 studies of 27 plant closings of the 1960's and 1970's (including one Canadian study: that of Portis and Suys on the Kelvinator closing). It is the prime reference against which the present study can be assessed.

For general comparative purposes, a number of selected Canadian and American studies are summarized in Table IX_1.

More detailed analysis of the experiences of some of the workers included in the present survey, moreover, has been provided in a case study of 100 workers affected by the Armstrong Cork closure in October 1982.[1] Utilizing personal interview techniques and with a control group of other community residents, this study was directed at the socio-economic and psychological aspects of the closures. A similar study of the closure of Talon Canada Inc. in St. Catharines was conducted in 1983.[2]

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1. T. Owen, "Plant Closure Study: Armstrong Cork", Ontario Ministry of Labour, Toronto, 1982.

2. T. Owen, "PLant Closure Study: Talon Canada Inc.", Ontario Ministry of Labour, Toronto, 1983.

Table IX

COMPARATIVE SUMMARY OF SELECTED PLANT CLOSURE STUDIES

Survey Description				Survey Findings		
1) Author 2) Title 3) Location	1) Date of Closure 2) Time of Survey 3) Date of Publication	1) Firm 2) Industry 3) Occupations	1) Wkrs Dislocated 2) Wkrs Surveyed 3) % Surveyed	1) % Re-employed 2) Job Search Data 3) Relative Wages	Significant Factors Affecting Re-employment	Remarks
1) H. Hammerman 2) Five Case Studies of Displaced Workers 3) U.S. Midwest	1) 1960 - 1962 2) 6 to 21 months after for closure 3) 1964	1) several 2) manufacturing 3) N.G.	1) 100-1000 2) N. G. 3) N. G.	1) 60% re-employed 20% unemployed 20% left labour force 2) Majority unemployed 16 weeks or more 3) Lower wages, especially for older workers	Age: fewer older workers re-employed Sex: fewer women re-employed Education, Training, Geographic Mobility -assisted re-employment	Strong occupational/ industrial mobility among the re-employed; strongest finding was impact of age (45 or older); female unemployment rate 3 times that of males
1) J. Palen 2) The Displaced Worker 3) Indiana	1) 1963 2) 4 months after closure 3) 1966	1) Studebaker 2) Automotive 3) 79% non- or semi-skilled.	1) 8,391 2) 509 3) 6%	1) 36% re-employed 42% unemployed 21% still at Studebaker 2) N.G. 3) N.G.	Age: fewer older workers Education: assisted re-employment Wage Level prior to Layoff: strongest positive correlation	Analysis of male respondents only
1) J.W. Dorsey 2) The Mack Case 3) New Jersey	1) 1961 2) 9-10 months after closure 3) 1967	1) Mack Truck 2) Manufacturing 3) N.G.	1) 2,700 2) 351 3) 13%	1) N.G. 2) N.G. 3) N.G.	Age: fewer older workers re-employed Sex; Marital Status: Married female respondents had longest periods of unemployment	

Survey Description				Survey Findings		
1) Author 2) Title 3) Location	1) Date of Closure 2) Time of Survey 3) Date of Publication	1) Firm 2) Industry 3) Occupations	1) Wkrs Dislocated 2) Wkrs Surveyed 3) % Surveyed	1) % Re-employed 2) Job Search Data 3) Relative Wages	Significant Factors Affecting Re-employment	Remarks
1) D.B. Lipsky 2) The Labor Market Experienced Workers Displaced by Plant Shutdowns 3) Massachusetts	1) 1964/1965 2) Six or more months after termination 3) 1967	1) General Foods 2) Food Processing 3) N.G.	1) 460 2) 116 3) 25%	1) N.G. 2) Average unemployment 4-5 months 3) N.G.	Age: most important predictor, especially for women Education: only a weak predictor Sex: women averaged longer unemployment than men (25 weeks, versus versus 17 weeks)	
1) F.F. Foltman 2) White and Blue Collars In A Mill Shutdown 3) Buffalo, N.Y.	1) 1963 2) One year after closure 3) 1968	1) Colorado Fuel & Iron 2) Steel 3) 80%-90% blue collar	1) 1,455 2) 486 3) 34%	1) 56% blue collar, 81% of white collar re-employed; 2) Direct application and friends most effective. 3) 70% earned less	Age: fewer older workers employed Education; Training: assisted re-employment	Impact of sex not analyzed
1) R. Aronson & R. Mckenzie 2) Economic Consequences of Plant Shutdowns In New York State 3) New York	1) 1976/1977 2) 18 to 32 months after closure 3) 1980	1) 3 firms 2) Manufacturing 3) 1/3 white collar, 1/3 skilled 1/3 semi-skilled	1) 2,800 2) 122 3) 4%	1) 76% re-employ- 7% unemployed 16% left labour force 2) Direct application and friends most effective methods 3) 55% of the re-employed earned less than before	Age: workers 55 or older less likely to be re-employed Sex: women twice as likely to be unemployed	Industrial sector mobility hastened re-employment

Survey Description				Survey Findings		
1) Author 2) Title 3) Location	1) Date of Closure 2) Time of Survey 3) Date of Publication	1) Firm 2) Industry 3) Occupations	1) Wkrs Dislocated 2) Wkrs Surveyed 3) % Surveyed	1) % Re-employed 2) Job Search Data 3) Relative Wages	Significant Factors Affecting Re-employment	Remarks
1) B. Portis, M. Suys 2) The Effect of Advance Notice In a Plant Shutdown 3) London, Ontario	1) 1969 2) Pre-closure and 7-9 months after closure 3) 1970	1) Kelvinator 2) Manufacturing 3) Processing and Fabricating	1) 363 2) 237 3) 65%	1) 66% employed 27% unemployed, 7% other 2) Direct application most successful method; family and friends next most successful 3) 29% earned more, 51% earned less, 13% the same 7% N.G.	Age: older workers less likely to use notice period; greater difficulty in finding jobs, lower wages in in jobs found	Five months advance notice, 77% used notice period
1) R. Hiscott 2) Plant Closures and Employee Displacement 3) Ottawa, Ontario	1) 1980 2) 9-10 month after closure 3) 1982	1) Beach Appliance 2) Manufacturing 3) Processing and Fabricating	1) 255 2) 182 3) 71%	1) 48% employed 45% unemployed 7% left labour force 2) Personal contact methods were most effective 3) N.G.	Age: re-employed workers averaged 36 years old, unemployed averaged 43 years Education: strong positive relationship; more significant than age	Lower wages but slightly higher job satisfaction from new jobs
1) P. Grayson 2) (SKF) 3) Scarborough, Ontario	1) 1981 2) 3 phases second phase 8-9 months after closure, third phase 14-15 months after closure 3) 1982/83. (in process)	1) SKF 2) Manufacturing 3) N.A.	1) 310 2) N.A. 3) N.A.	1) 34% re-employed 8-9 months after closure; 41% after 14-15 months 2) 42% of re-employed found jobs through friends, 26% by direct application 3) one half of re-employed earning less than before	Age: two-thirds of respondents identified age as a barrier to getting a job	14 months notice of shutdown

METHODOLOGICAL APPENDIX

Sample Selection

The survey sample included 18 complete and 3 partial closures. By comparison, in the three years from 1979-1981 the Ministry of Labour recorded 218 complete and 54 partial closures.

In those cases where substitutions were made for firms in the sample as orginally drawn, mailing lists were unavailable for a variety of reasons: accidential destruction of records, closed files in bankruptcy or receivership cases, removal of records by a parent corporation outside the Province, etc. The necessity of substitutions in such cases would perhaps bias a survey of the closure process itself, but for purposes of the present survey there should have been little, if any, effect.

The names and addresses for employees of the sample companies were provided from payroll or general personnel records. As such, there were a number of erroneous inclusions and employee addresses that were out-of-date even before the date of layoff. One list included non-employees, another contained individuals laid off in an earlier partial closure, and another (in a company with complex bumping rights) included names of employees still with the firm. To the extent feasible, the lists were checked before mailing, but even so the main mailing was sent to 2,783 individuals rather than the 2,650 considered as the final sample. The 133 names eliminated from the sample, for such reasons as given above, resulted from a combination of returned questionnaires and telephone queries by recipients.

The Questionnaire

Twenty-one versions of the questionnaire were printed, each identical except for the name of the company where the closure occurred. A photographically reduced copy of the questionnaire is appended.

Each questionnaire was hand coded with an unique identifying number. The sole purpose of the number was to allow distinction between respondents and non-respondents; follow-up letters went only to the latter.

The final questionnaire was substantially the same as the pilot questionnaire, although the wording of some questions and directions was revised. The quality of response to the pilot, as well as to the final questionnaire, leads to the conclusion that respondents had little difficulty understanding what was wanted. This impression was reinforced by the content of approximately 100 telephone calls received in connection to the survey; the questions tended to be on whether or not the survey applied to the caller or whether the Ministry would assist them in finding employment, not on problems with specific questions.

The Survey Administration

An initial mailing in February and March, 1982 was followed by two additional mailings to non-respondents, the second mailing in April and the third in May. The latter included a new copy of the survey questionnaire. The precise impact of the follow-up mailings can not be determined, but 75% of respondents dated their replies in very late February or in March, 10% in April, 6% in May, and 8% in June. The distribution of useable responses and postal returns is given in Table A_1.

Due to economic constraints the telephone follow-up for information missing on returned questionnaires was limited to core information (such as employment status) with no telephone calls made solely for non-essential information (such as willingness to relocate on the date of survey completion). Information was added to 65 questionnaires as a result of these calls.

The telephone follow-up to workers who did not return the questionnaire reached 73 workers or their immediate family members. Questions were asked on employment status (current and since closure) and demographics. The distribution of responses in respect of this information approximated that for the survey respondents.

Data Analysis

The survey responses were coded directly on the questionnaire, with derived codes for open-ended questions. Imputations were made only where they could clearly be justified; in all other cases telephone confirmations of changes were obtained from survey respondents.

The Statistical Package for the Social Sciences (SPSS) was used to produce distributions, averages, and cross-tabulations to a maximum of four dimensions. No regressions or other correlation measures have been produced.

Disaggregation by some factors provided cell sizes which were not sufficient for analytic purposes. The most important of these was disaggregation by company. As Table A_1 shows, only 4 closures resulted in large (over 100) questionnaire returns, and, apart from those 4, the mean number of responses was only 46. Similar problems were encountered when type of training was disaggregated.

Responses to Question B7, on whether a Manpower Adjustment Committee had been established at the time of closure, provided unreliable results. Significant numbers of respondents either were unaware of committees formed at their establishments or reported the presence of committees where none, in fact, had been established. It is conjectured that this is a problem with name recognition.

Table A_1

PLANT CLOSURES BY RESPONSE RATE

	MAILED QUESTIONNAIRES (1)		QUESTIONNAIRES MAILED IN (2)		RANKED RESPONSE RATE (2)/(1)	POSTAL RETURNS (3)		POSTAL RETURNS RATE (3)/ (1)	TOTAL RETURN RATE (2) + (3) / (1)	
	#	%	#	%	%	#	%	%	#	%
Harlequin Books	46	1.7	41	2.4	89.1	1	0.3	2.2	42	91.3
Celenese Millhaven	240	9.1	206	11.9	85.8	14	3.9	5.8	220	91.7
Sheller Globe	75	2.8	61	3.5	81.3	3	0.8	4.0	64	85.3
Blue Bell	70	2.6	55	3.2	78.6	6	1.6	8.6	61	87.1
Laura Secord	54	2.0	41	2.4	75.9	3	0.8	5.6	44	81.5
Bendix Automotive	253	9.5	190	10.9	75.1	13	3.6	5.1	203	80.2
Greb Industries	67	2.5	48	2.8	71.6	5	1.4	7.5	53	79.1
Union Carbide	62	2.3	44	2.5	71.0	7	1.9	11.3	51	82.3
Norwich Eaton	46	1.7	30	1.7	65.2	10	2.8	21.7	40	87.0
Rockwell	66	2.5	43	2.5	65.2	8	2.2	12.1	51	77.3
Western Automotive	36	1.4	23	1.3	63.9	3	0.8	8.3	26	72.2
Square D Co.	141	5.3	88	5.1	62.4	17	4.7	12.1	105	74.5
Armstrong Cork*	286	10.8	182	10.5	63.6	45	12.4	15.7	227	79.4
Firestone*	621	23.4	382	22.0	62.0	114	31.5	18.4	496	79.9
MacMillan Bloedel	61	2.3	37	2.1	60.7	12	3.3	19.7	49	80.3
Roper Corp.	33	1.2	19	1.1	57.6	6	1.7	18.2	25	75.8
Peeters	73	2.8	39	2.2	53.4	21	5.8	28.8	60	82.2
Courtaulds(Caravelle)	113	4.3	59	3.4	52.2	23	6.4	20.4	82	72.6
Co-op Health Services*	56	2.1	28	1.6	50.0	6	1.7	10.7	34	60.7
General Bakeries	133	5.0	63	3.6	47.4	27	7.5	20.3	90	67.7
Agincourt Motor Hotel*	122	4.6	57	3.3	46.7	18	4.9	14.8	75	61.5
TOTAL	2,650	100.0%	1,736	100.0%	65.5%	362	100.0%	13.7%	2,098	79.2%

*25 additional pilot questionnaires mailed to each firm are not included in these totals.

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Ontario Ministry of Labour

CONFIDENTIAL

THIS COLUMN FOR OFFICE USE ONLY

SURVEY OF EMPLOYEES AFFECTED BY PLANT CLOSURES

DATE ON WHICH YOU FILLED OUT THE SURVEY: DAY_____ MONTH_____ YEAR___

1 4 A P C S

5 8

9 13

PART A. BACKGROUND INFORMATION.

1. Are you:

14

- Single ☐
- Married ☐
- Other ☐

2. What is your sex?

15

- Male ☐
- Female ☐

3. What is your age?

16

- Under 20 years ☐
- 20 to 24 years ☐
- 25 to 34 years ☐
- 35 to 44 years ☐
- 45 to 54 years ☐
- 55 to 64 years ☐
- 65 years and older ☐

4. What is the highest level of schooling you have completed? (check one only):

17

- Public School (1-8 years) ☐
- Some Secondary or High School (1-3 years) ☐
- Completed Secondary or High School (4-5 years) ☐
- Some college or university ☐
- Completed college or university program (certificate, diploma, degree or other) ☐

5. Do you have any other formal vocational or technical training in addition to the schooling you indicated in Question 4?

18

- Yes ☐
- No ☐

If yes, please describe the type of training, _____

19 20

and give the year completed _____

21 22

PLEASE GO ON TO PART B ON PAGE 2

T032 ADB(3/82)

REMEMBER: ALL YOUR ANSWERS WILL BE KEPT COMPLETELY CONFIDENTIAL

URBAN DOCUMENTATION CENTRE
RESEARCH UNIT FOR URBAN STUDIES
McMASTER UNIVERSITY
HAMILTON, ONTARIO

PART B. **IN THIS PART OF THE SURVEY WE WOULD LIKE YOU TO GIVE US SOME INFORMATION ABOUT YOUR JOB AT -- --**

1. When did you leave the company?
   Month _____ Year _____

2. What was your job with - - at the time of lay-off?
   (give the exact name of the job and describe the main duties of the job)
   Name of job: _____
   Main duties: _____
   _____
   _____
   _____

3. What was your straight-time pay (without overtime pay)?
   (fill in one only):
   $ _____ / hour;
   $ _____ / day;
   $ _____ / week;
   $ _____ / 2 weeks;
   $ _____ / month;
   Other (please, explain) $ _____ / _____
   _____

4. How many hours per week did you normally work (without overtime)? _____ hours

5. How long did you work at - - - before being laid off?
   _____ years if less than a year, _____ months

6. Were you represented by a union?
   Yes ☐
   No ☐

7. To assist employees to find new jobs was a Manpower Adjustment Committee established when - - closed down?
   Yes ☐
   No ☐
   Dont't know ☐

8. What benefits and/or assistance did the company provide to employees? (check as many as apply)
   Contacted other companies and/or arranged job interviews ☐
   Provided information on job search or retraining programs ☐
   Provided severance and/or stay pay ☐
   Other, please explain _____
   _____ ☐
   _____
   None ☐

REMEMBER: ALL YOUR ANSWERS WILL BE KEPT COMPLETELY CONFIDENTIAL

23 24 ☐☐
25 28 ☐☐☐☐
29 33 ☐☐☐☐☐
34 37 ☐☐☐☐
38 41 ☐☐☐☐
42 44 ☐☐☐
45 ☐
46 50 ☐☐☐☐☐
51 54 ☐☐☐☐
55 ☐
56 57 ☐☐
58 ☐
59 ☐
60 ☐
61 ☐
62 ☐
63 ☐
64 65 ☐☐
66 ☐

PART B. (continued)

9. What types of assistance would have been most useful to you in obtaining a new job? _____ 67 68

_____

10. What amount of advance notice of permanent layoff did you receive before the layoff date? (please check one only) 69

- None ☐
- Less than one month ☐
- One to three months ☐
- Three to six months ☐
- Over six months ☐

11. After receiving notice of permanent layoff, at any time did you look for work or find another job? 70

- Yes ☐ IF YES, PLEASE GO TO PART C, BELOW
- No ☐ IF NO, PLEASE GO TO PART F ON PAGE 7 1 8

PART C. IN THIS PART OF THE SURVEY WE WOULD LIKE YOU TO DESCRIBE SOME OF YOUR EXPERIENCES SINCE RECEIVING NOTICE OF BEING LAID OFF. Dup cols. 2-8

1. Were you on temporary layoff when notice of closure was given? 9

- Yes ☐
- No ☐

2. When did you start looking for a new job? (check one only) 10

- Before receiving notice of permanent layoff from - - - - ☐
- After receiving notice of permanent layoff, but before leaving the company ☐
- After leaving the company ☐

3. From the following list, please check the ways you used to look for work. (You may check more than one.) 11

- Help of company ☐ 12
- Help of union ☐ 13
- Manpower adjustment committee at the company ☐ 14
- Registered with Canada Manpower (CEC - Canada Employment Centre) ☐ 15
- Registered with private employment agency ☐ 16
- Answered newspaper ads ☐ 17
- Applied directly to other companies ☐ 18
- Asked friends/family about job leads ☐ 19
- Other, please explain _____ ☐

_____

REMEMBER: ALL YOUR ANSWERS WILL BE KEPT COMPLETELY CONFIDENTIAL 20 21

PART C. (continued)

4. If you found a job from the following list, please check the way that was most helpful to you in finding the job. (You may check more than one.)

	Found job(s) through:	
Help of company	☐	22
Help of union	☐	23
Manpower adjustment committee at the company	☐	24
Canada Manpower (CEC - Canada Employment Centre)	☐	25
Private employment agency	☐	26
Answered newspaper ads	☐	27
Applied directly to other companies	☐	28
Asked friends/family about job leads	☐	29
Other, please explain _____	☐	30

5. Before you were laid off at - - - -

Did you get any job offers from other companies?	Yes ☐	No ☐	31 32
Did you leave the company early to take another job?	Yes ☐	No ☐	33

6. Have you had any jobs since leaving - - ?

Yes ☐ 34

No ☐ 35

IF YOUR ANSWER IS NO, PLEASE GO TO QUESTION 9

7. How many jobs have you had since leaving - -?

Full-time		Part-time		
1	☐	1	☐	36
2	☐	2	☐	37
3 or more	☐	3 or more	☐	

8. Since leaving - - -to the present time:

How many weeks have you been employed?
_____ weeks 38 39

How many weeks have you been without a job and have looked for work?
_____ weeks 40 41

REMEMBER: ALL YOUR ANSWERS WILL BE KEPT COMPLETELY CONFIDENTIAL

PART C. (continued)

9. At the present time are you: (check one only) 42

Working	☐	IF YOU CHECKED THIS ANSWER, PLEASE GO TO PART D, BELOW
Not working but looking for work	☐	IF YOU CHECKED THIS ANSWER, PLEASE GO TO PART E, PAGE 6
Not working and not looking for work	☐	IF YOU CHECKED THIS ANSWER, PLEASE GO TO PART F, PAGE 7

PART D. TO BE COMPLETED IF YOU ARE NOW EMPLOYED.

1. What is your present job? (Give the exact name of the job and describe the main duties of the job.) 43 46 47 49
   Name of job: _____
   Main duties: _____
   _____
   _____

2. What is the name of the company you now work for? _____ 50 53
   _____

3. In getting your new job, did you or will you have to move to a new community? 54 57 58
   Yes ☐
   No ☐

4. What is your straight time pay (without overtime pay)? (Fill in one place only: 59 60 64
   $ _____ / hour;
   $ _____ / day;
   $ _____ / week;
   $ _____ / 2 weeks;
   $ _____ / month;
   Other (please explain) $ _____ / _____
   _____

5. How many hours per week do you normally work (without overtime) on your present job? _____ 65 68
   _____

6. On average, how much overtime do you now work compared with when you were employed by - - ? 69
   More ☐
   About the same ☐
   Less ☐

7. Are you now represented by a union? 70
   Yes ☐
   No ☐

REMEMBER: ALL YOUR ANSWERS WILL BE KEPT COMPLETELY CONFIDENTIAL

PART D. (continued)

8. Taking everything into account, how do you feel about your new job compared to your old job? (check one only) 71 72 73

much better	better	about the same	worse	much worse
☐	☐	☐	☐	☐

Please explain: _____

_____

_____

1 C

IF YOU ARE NOW WORKING, YOU HAVE ANSWERED ALL THE QUESTIONS WHICH APPLY TO YOU.
THANK YOU FOR YOUR HELP.

Dup cols 2-8

PART E. TO BE COMPLETED IF YOU DO NOT HAVE A JOB NOW, BUT ARE LOOKING FOR WORK. 9

1. How long have you been looking for a job? 10 13
   _____ months _____ weeks 14 15

2. What do you feel is the most important reason you have not been able to find a job? (check one only)

   lack of skill training ☐

   no jobs available ☐

   other (please explain) ☐ _____

   _____ 16

3. Would you consider enrolling in a training program?

   Yes ☐

   No ☐ 17

4. Have you applied for any training program?

   Yes ☐

   No ☐

5. If yes, who offered this training? _____ 18 19

   _____

6. Have you looked for a job outside the city or town where you lived or worked at the time of your permanent layoff: 20

   - In another community in Ontario? Yes ☐ No ☐ 21
   - Outside Ontario? Yes ☐ No ☐

7. In order to get a job, have you considered moving: 22

   - To another community in Ontario? Yes ☐ No ☐ 23
   - Outside Ontario? Yes ☐ No ☐

REMEMBER: ALL YOUR ANSWERS WILL BE KEPT COMPLETELY CONFIDENTIAL

PART E. (continued)

8. Do you believe you will get a job in the near future? 24

- Yes ☐
- No ☐
- Don't know ☐

IF YOU DO NOT HAVE A JOB NOW, BUT ARE LOOKING FOR WORK, YOU HAVE ANSWERED ALL THE QUESTIONS THAT APPLY TO YOU. THANK YOU FOR YOUR HELP.

PART F. TO BE COMPLETED IF YOU ARE NOT NOW WORKING AND ARE NOT LOOKING FOR A JOB.

1. Why are you not looking for a job at the present time?

- retired ☐ 25
- personal or family responsibilities ☐ 26
- illness or disability ☐ 27
- going to school ☐ 28
- work not available ☐ 29
- other (please explain) ☐ _____ 30

31 32

2. Do you plan to look for a job some time during the next 3 months?

- Yes ☐ 33
- No ☐ 34

YOU HAVE NOW COMPLETED THE QUESTIONNAIRE. THANK YOU FOR YOUR HELP.

REMEMBER: ALL YOUR ANSWERS WILL BE KEPT COMPLETELY CONFIDENTIAL